Have Questions?
Type them into questions box!

“Why am I muted?”
Don’t worry. Everyone is muted except the presenter and host.
Thank you and enjoy the show.

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Virginia Castro Ventura  
Professor of Chemistry and Biochemistry,  
ACS member 2 years strong!

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www.acs.org/acswinars
What is ACS on Campus?

ACS visits campuses across the world offering FREE seminars on how to be published, find a job, network and use essential tools like SciFinder. ACS on Campus presents seminars and workshops focused on how to:

- Publish in top journals
- Find a job
- Effectively use research tools like SciFinder® and ACS ChemWorx
- Communicate your science

- Write grant proposals
- Build industry partnerships
- Prepare for a changing employment landscape

http://acsoncampus.acs.org

#HeroesofChemistry
ACS Heroes of Chemistry Award

Inspiring Hero Stories

The ACS Heroes of Chemistry Award is the Annual award sponsored by the American Chemical Society that recognizes talented industrial chemical scientists whose work has led to the development of successful commercialized products ingrained with chemistry for the benefit of humankind.

2018 Winners: AstraZeneca, DuPont, Pfizer, Seattle Genetics

www.acs.org/heroes
An individual development planning tool for you!

https://chemidp.acs.org

Call for Nominations!

Today it’s your day to be a champion and nominate the next ACS Fellow who will inspire the chemical enterprise. Consider nominating individuals whose accomplishments have yet to be publicly acknowledged.

**APPLY: FEBRUARY 1 – APRIL 1**

Click here to learn more: [www.acs.org/fellows](http://www.acs.org/fellows)
How Can You Become Involved with the WCC and Advocate for Women Chemists?

- Apply for or nominate a woman chemist for a WCC Award or ACS technical award
- Attend WCC technical or social events at ACS national or regional meetings
- Get involved with your local section, and find out if they have a local WCC or start a local WCC if none exists or is not active
- Reach out to us at national WCC (wcc@acs.org) if you are interested in helping with national WCC efforts.

https://www.womenchemists.sites.acs.org

Upcoming ACS Webinar

www.acs.org/acswebinars

Women at the Interface of Comp Chem and Drug Discovery

FREE | Thursday, March 28 at 2pm ET

https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/women-compchem.html
This ACS Webinar will begin shortly.

Advocating for Yourself: Stop Looking for Yoda to Advance Your Career

Amy Balija  
Assistant Professor of Chemistry, Radford University

Pushpa Murthy  
Associate Provost, Dean of the Graduate School, Michigan Technological University

Dorothy Phillips  
Director-at-Large, American Chemical Society

Kathleen Schulz  
Director-at-Large, American Chemical Society

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www.acs.org/acswebinars

This ACS Webinar is co-produced with ACS Women Chemists Committee
Which are the following actual awards provided for women by the ACS Women Chemists committee?

(Please choose all that apply)

- Rising Star Award
- Eli Lilly Travel Award
- Priscilla Carney Jones Scholarship
- Merck Research Award
- Overcoming Challenges Award

https://www.womenchemists.sites.acs.org/awardsrecognition.htm
What does the National WCC do?

- Administers Awards
- Supports Networking Opportunities
- Provides National Meeting Programming
- Highlights the Contributions of Women Chemists
- Advocates for Women Chemists

https://www.womenchemists.sites.acs.org

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Pushpa Murthy, Ph.D.
Associate Provost, Dean of the Graduate School,
Michigan Technological University

Career Path

BS – Miranda House, Delhi University
MS – IIT, Kanpur, India
PhD – Brown University, Providence, RI
Postdoc – University of Michigan, Ann Arbor

Research Chemist – Stauffer Chemical Company, Dobbs Ferry, NY

- Visiting Assistant Professor (60%) – Chemistry, Michigan Tech
  Assistant, Associate and Full Professor

- Interim Chair
- Chair
- NSF – Program Director, Division of Graduate Education
- Associate Dean of Graduate School
- Associate Provost and Dean of Graduate School
**Challenges and Barriers of Entry**

- Dual career issues – started as visiting assistant professor (60%)
- Balancing career and child rearing – housework help
- Assuming that workplace is a level playing field – ACS COACH workshops
- Lack of knowledge of implicit bias and consequences (became aware of research)

**What barriers are still present in the workforce?**

- Implicit biases
- Women's accomplishments are undervalued
- Leadership is gendered

**Skills and Experiences for Success**

- Disciplinary competence
- Good communication skills
- Time management skills
- Develop a 5-year plan (reflect/write on career, personal, family goals)
- Effective negotiating skills - know when and what to negotiate for
- Willing to take chances
- Assume leadership positions when opportunities arise
- Develop mentors, allies and a good network
- Don't aim to be a super woman
- Be relentlessly pleasant
Early Career Advice

- More aware of the implicit bias literature
- Walk through open doors - take chances
- How to advocate for oneself
- Leadership is gendered
- Develop allies, networks and mentors
- Learn to let go - pick your battles – you win some / you lose some – don’t beat yourself up on the ones you lose

HAVE FUN!!!
According to a recent UNESCO Report, what percentage of science technology, engineering, and math researchers globally are females?

- About 20 percent
- About a quarter
- Between a quarter and a third
- About a third
- Almost half

* If your answer differs from the choices above...tell us in the chat!

According to a recent UNESCO Report, what percentage of science technology, engineering and math researchers globally are females?

The vast majority of data are presented in headcounts (HC), which are the total number of persons employed in R&D. This includes staff employed both full-time and part-time. The regional averages for the share of female researchers (based on available data only) for 2015 are:

- 28.8% for World
- 39.8% for Arab States
- 39.5% for Central and Eastern Europe
- 48.1% for Central Asia
- 23.4% for East Asia and the Pacific
- 45.4% for Latin America and the Caribbean
- 32.3% for North America and Western Europe
- 18.5% for South and West Asia
- 31.3% for Sub-Saharan Africa

This fact sheet presents the latest UIS data on research and experimental development (R&D) available as of June 2018.
Dorothy Phillips, Ph.D.
Director-at-Large, American Chemical Society

Why a Chemist

• Pearl High School
• NSF Summer Program

Preparing to be a Chemist
• B.A. in Chemistry
• Ph.D. in Biochemistry
Industrial Career

The Dow Chemical Company

Waters Corporation

My Journey at Waters (1984 - 2013)

A journey with many roads, not all connecting, some with curves, none with straight paths

A journey with many wonderful traveling companions

A journey that led to dreams fulfilled and more
Opportunity

• Just a crack, not wide open
• Having courage
• Taking risk

Diversity

Vanderbilt University Launches New Diversity Initiative

The holder of Dorothy J. Phillips Chair to Support Diversity in STEM will oversee efforts to increase the number of minority students in science, technology, engineering, and mathematics disciplines.

The Dorothy J. Wingfield Phillips Endowed Chair
Chancellor’s Faculty Fellows

Dr. Audrey Bowden
Associate Professor of Biomedical Engineering

Dr. Renã Robinson
Adjunct Professor, Department of Chemistry
Dedication

James E. Phillips
(1946 – 2018)

Love and support for more than 50 years!

Audience Survey Question

ANSWER THE QUESTION ON BLUE SCREEN IN ONE MOMENT

According to a recent UNESCO Report, which of the following countries has the greatest share of researchers that are women?

- Mexico
- Germany
- Myanmar (Burma)
- Italy
- France

* If your answer differs from the choices above...tell us in the chat!
According to a recent UNESCO Report, which of the following countries has greatest share of researchers that are women?
(No data provided for U.S., Canada, and Australia)

Myanmar (Burma) > 70%

Kathleen M. Schulz, Ph.D.
Director-at-Large, American Chemical Society
Overview

Career Summary (40+ Years)

**Activity (% Time)**
- Management (31%)
- Business Development (29%)
- Consulting (22%)
- Training & Development (10%)
- Teaching (6%)
- Bench Chemist (2%)

**Details:**
- 9 organizations
- 7 states

**Jobs:**
- Clinical Chemist
- Instructor
- Professor
- Principal Investigator
- Tech. Manager
- Division Director
- Product Manager
- Marketing Manager
- Business Development Manager
- Consultant-Business Development
- Consultant-Performance Improvement
- Systems Engineer
- Consultant/Small Business Owner

**Themes:** Problem-Solving, Possibilities, New Business Opportunities
What I Learned!

1. Be Your Own “Original”
2. Take a Chance…Explore “Out of Left Field”
3. Obstacles are Normal / Part of the Path
4. Ask for What You Want…Why “Settle”? 

Food for Thought

“There are no wrong turns, only unexpected paths.”
Mark Nepo

“What worked yesterday is the gilded cage of tomorrow.”
Peter Block

“It’s always darkest just before dawn.”
Miss Seymour (Algebra I Teacher)

“Do not go where the path may lead, go instead where there is no path and leave a trail.”
R.W. Emerson
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FREE | Thursday, March 28 at 2pm ET

https://www.acs.org/content/acs/en/acs-webinars/drug-discovery/women-compchem.html
WCC Eli Lilly & Company Travel Award 30th Anniversary

- Applications accepted each Spring and Fall
- Supports the travel of undergraduates, graduate, and postdoctoral students to present their research at their first national meeting
- Anniversary Events Planned for the Spring and Fall 2019 ACS National Meetings

https://www.womenchemists.sites.acs.org

Spring Deadline: September 15th

WCC Rising Stars Award

- Recognizes female scientists approaching mid-level careers
- $1000 stipend to attend Spring ACS meeting
- Awards given to females in chemistry orientated fields such as Industry, Government, Non-Profit, Academia

Deadline: June 15th

https://www.womenchemists.sites.acs.org
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